MANPOWER
RESTRICTED OFFICER PROGRAM

LTCOL GERRY GRIFFIN

CONGRATULATIONS

09/08/16

- **Lieutenant Colonel Selections:**
  - **Maj Sinese**
  - **Maj Schroeder**

- **Major Selections:**
  - **Captain Heichlinger**
  - **Captain Windham**
  - **Captain Edwards**
  - **Captain McCovery**
  - **Captain Jones**
  - **Captain Demyer**
  - **Captain McMillian**
  - **Captain Bergeron**

- **Captain Selections:**
  - **CWO Young**
  - **CWO Andrews**
  - **CWO Melanphy**
  - **CWO Schmidt**
  - **CWO Cupp**
  - **CWO Garriott**
  - **CWO Choi**
  - **CWO Burns**

0430 STRENGTH

09/08/16

- Enlisted 04XX (Feeders) 3,793
  - Enlisted to Warrant Officer 29 pkgs for 25 slots

- Officer (0430 - BILLETS) 166
  - Warrant Officers/CWO 103
  - Captains 29
  - Majors 27
  - Lieutenant Colonels 7

0430 STRENGTH ON HAND

09/08/16

- Officers (0430 – On Hand) 152
  - Warrant Officers/CWO 86
  - Captains 30
  - Majors 27
  - Lieutenant Colonels 9

Note: LtCol (1-R/R, 2-Retire)/Major (2-Retire)/Captain (1-Promotion,
1-Retire)
Note: CWO-5 (+1)/CWO-4 (1-Retire)/CWO-3 (3-Promotion)/CWO-2
(8-Promotion)

Promotion & Selection Boards

09/08/16

NOTES :

- **Only you know YOU! Don't try to guess or assume you know what someone else's record consist of.**
- **Start preparing your record for promotion continuously, not when you are in the ZONE for promotion.**
- **When all else is equal; what sets you apart from the competition.**
- **R/S and R/O Comments; (P) Professionalism, (T) Technical expertise & (L) Leadership.**
- **MAFTF Officer; willingness to perform out of your comfort area (more than just embark stuff).**
- **PFT, PME, Martial Arts Training, Off Duty education & Community Service.**
- **BEST AND FULLY QUALIFIED!**

WARRANT OFFICER PROMOTIONS

09/08/16

- WOs compete for promotion by MOS
- Promote to specific billet vacancies
  - No vacancies = No Board
- Boards pick the “best and fully qualified”
- Boards DO NOT have to pick the number of authorized to select

CHIEF WARRANT OFFICER PROMOTION PLAN

- Annual Board
  - Convene in August
- Plan written by MOS, grade, and name
- Plan approved by M&RA, CMC, then SECNAV
  - SJA and Navy JAG review
- MMPR sends 30 day notification MARADMIN

CHIEF WARRANT OFFICERS' SELECTIONS FY-09

- CWO-5 (Authorized: 4/Selection: 1)
  - Senior In Zone: CWO-4 Anderson
  - Junior In Zone: CWO-4 Thomas
- CWO-4 (Authorized: 15/Selection: 3)
  - Senior In Zone: CWO-3 Stevelton
  - Junior In Zone: CWO-3 Tafoya
- CWO-3 (Authorized: 33/Selection: 16)
  - Senior In Zone: CWO-2 Eck
  - Junior In Zone: CWO-2 Schmiedecke

Limited Duty Officers

09/08/16

- LDOs compete for promotion by MOS
- Promote to specific billet vacancies
- Boards pick the “best and fully qualified”
- Boards DO NOT have to pick the number of authorized to select
- Same zones - AZ, IZ, BZ

LDO PROMOTION POLICY

09/08/16

- Title 10, U.S. Code, section 619 - eligible for consideration for promotion to next higher grade after 3 years TIG as of convening date of the board

Limited Duty Officers

09/08/16

- **Promotion Board FY-09**
  - **October 2008 (Major & LtCol)**
  - **September 2008 (Captain)**

- **Requirements (Projected today)**
  - **2 LtCols**
  - **3 Majors**
  - **5 Captains**

MANNING

- **We cannot afford to "buy" the entire requirement, so priorities need to be set.**
- **From a manpower perspective, setting these priorities is called "manning."**

Manning… From Trooplist to ASR

- DC, CD converts the Trooplist into the Authorized Strength Report (ASR)

- ASR employs modeling algorithms that *optimize* unit manning allocation based on
  - **1) Unit Structure (grade & MOS at an MCC)**
  - **2) Trooplist manning**
  - **3) Special protections**

Manning Process… The Bottom Line

- **Available manning is optimally apportioned across the Corps by DC, Combat Development**
- **Why is this important to monitors?**
- **It is <u>not the role of M&RA</u> to…**
  - **Prioritize requirements or**
  - **Allocate manning**
- **These functions have already occurred in the ASR under the cognizance of DC, CD**

The Staffing Process

- The objective of the Staffing Process is to make the *optimal* distribution of current assignable inventory to meet the Marine Corps' Authorized Strength Report (ASR) IAW current Marine Corps staffing precedences (MCO 5320.12E)

Manning and Staffing Precedence

MCO 5320.12E

09/08/16

Excepted (100% of T/O) Commands

Marine Corps Recruiting Command (District and below)
Marine Security Guard Battalion
HMX-1 (Executive Support and Other Support)
Active Duty in Support of Reserves (Regiments/Groups and below)
MEU Command Elements
Joint Duty Assignment List (JDAL)
4th MEB (AT) Command Element
Patients, Prisoners, Transients, & Trainees (P2T2)

Priority (95% of T/O) Commands

Infantry Battalions (EOS Decision to Man at 100%)
Joint and External Commands (excluding JDAL)
Formal Schools
MARFOR Forward Headquarters
HQMC Departments
Marine Corps Recruiting Command Headquarters (T/O 5167)
Marine Corps Security Force Battalion
Active Duty in Support of Reserves (Division, Wing, and FSSG HQ)
Marine Corps Recruit Depots
Marine Barracks Washington DC (ceremonial support only)
Combat Service Support Detachments
MEF Command Elements
Flying Squadrons
Reconnaissance Units (Recon Bns and Force Recon Companies)
Radio Battalions
CBIRF
Blue Angels Support
Bands
VMMT-204
MEU Service Support Groups (MEUs)
Exercise Support Division, MAGTF Training Command
Tactical Training and Exercise Control Group
ANGLICO

MENTORS' FORUM

QUESTIONS??

- **Pizza at 1800 Cost share $5.00**
- **1700-1800 Gray Beards' comments**
- **1800-1900 Audience Questions**